Aon UK Trustees Limited

“Fit and Proper” Trustee Declaration

11 November 2025 Confidential

Prepared for: GRASC
Prepared by: Brian Kinlan

As Trustee of the Aon Retirement Plan (“the Plan”), the Aon Life Assurance Scheme and the Aon Excepted Life Cover Scheme 2021 (together, “the Schemes”)

All Trustee Directors should have the skills, expertise, and experience to act as Trustee Directors and run the Schemes (see ‘Scope’ below). well and should follow Trustee policies and exhibit behaviours appropriate for the role. This declaration sets out these ‘fit and proper’ requirements.

Trustee Directors will be asked to review this policy carefully and declare that you will act in accordance with the requirements in the third quarter of each calendar year.

Protocol Agreed

This policy was reviewed at the GRASC meeting on 11 November 2025

Protocol Review Period

At regular intervals and at least annually

Protocol next due for review

Q4 GRASC meeting 2026

Scope

This policy applies to the Aon Retirement Plan, the Aon Life Assurance Scheme and the Aon Excepted Life Cover Scheme 2021 (together, “the Schemes”)

Restrictions on being a Trustee Director, as set by the Pensions Regulator

Except with the specific approval of the Pensions Regulator you may not become a Trustee Director if:

- you have been convicted of an offence involving dishonesty or deception (unless the conviction is spent for the purposes of the Rehabilitation of Offenders Act 1974), or
- you are an undischarged bankrupt, or

- you have an arrangement with your creditors which has not been discharged, or
- you are subject to a disqualification order as a company director, or
- you have been disqualified by the Pensions Regulator from being a trustee.

Attributes expected from Trustee Directors

Commitment

- An understanding of the importance of the Schemes and of a Trustee's role.
- A willingness to spend the (usually considerable) time required for the job.
- A willingness to attend training and to acquire and maintain sufficient expertise.

Thoroughness

- The ability to read and analyse documents, advice and other relevant papers fully and carefully and note salient points.
- A willingness to ask questions of the Company and of the Trustee's advisers and to listen to other points of view.

Balance

- Freedom from material conflicts of interest and the ability to put aside any competing interests effectively while acting as a Trustee Director.
- A degree of realism that recognises that decisions have to be made even though there are rarely 'easy answers'.

Compliance with Trustee policies/protocols

All Trustee Directors are expected to comply with the following:

- Trustee Training Protocol.
- Gifts and Entertainment policy.
- Trustee Expense Policy.
- General Data Protection Regulations (GDPR) in relation to personal or sensitive data processed as a Trustee Director.
- Trustee Security Protocol.
- Conflicts of Interest Policy.

General housekeeping behaviours

All Trustee Directors are expected to:

- Complete the necessary reading in advance of each Trustee Meeting and Sub-Committee Meeting.
- Whenever possible attend every Trustee Meeting and Sub-Committee Meeting.
- Contribute appropriately at each Trustee Meeting and Sub-Committee Meeting.

- Reply to all emails requiring their view/vote or response in a timely manner.
- Join calls or additional meetings on an ad hoc basis where urgent issues need to be addressed.

Declaration

Please confirm that to the best of your knowledge there is no reason that you may not act as a Trustee Director for the Schemes and that you agree to uphold the values, adhere to the policies, and demonstrate the behaviours required of the role.

Please also confirm if the information relating to you in the register of interests is correct and that there are no conflicts of which you are aware which have not been disclosed to the other directors.

Should your circumstances change at any point in the future which may impact your suitability to act as a Trustee Director, you agree that you will notify the Chair immediately.

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